

Military Spouse Career Advancement Account Program (MSCAAP)



***If you are planning for a year, sow
rice;***

***If you are planning for a decade, plant
trees;***

***If you are planning for a lifetime,
educate people.***

Chinese Proverb



Education and Careers

- Key to Military Family Life Goals
 - Buy a home
 - Send kids to college
 - Career aspirations
- Major contribution to military family financial well-being
 - A second income/career while husband/wife in service to the nation
 - 77% of spouses desire to work
 - 89% want to develop a career



Families Also Serve



Education and Training

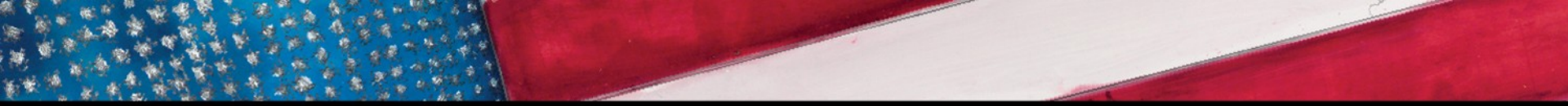
- A High Priority for Military Spouses
- Research says:
 - 87% report education/training is a personal goal**
 - 51% would like to be enrolled in post-secondary schooling (20% currently enrolled)
 - 75% cite cost of education as reason not in school
 - 54% report training would have helped during their last relocation

Spousal support a major predictor of reenlistment



*RAND, Working Around the Military, 2000 Census Update

**2006 DMDC Survey of Active Duty Military Spouses



Employment Challenges

- Challenges for military spouses
 - Unemployment rate for military spouses is 12%
 - Military spouses earn \$3 per hour less than civilian look-alikes
 - 27% could have used financial help with transferring certifications (nursing, teaching, real estate, etc.) during last relocation
 - Often not resident of state where assigned
 - Not uniformly eligible for in-state tuition or unemployment compensation

**Military Spouses Need
Equal Opportunities
As Civilian Counterparts**



What's New in Spouse Education, Training and Employment?

- President's State of the Union
 - Internships - within and outside DoD
 - Spouse Preference across Federal Agencies
 - Montgomery GI Bill
- Governors' Offices Increasing Support
 - In-state tuition
 - Unemployment compensation
 - State licensing and certification requirements
 - Increased availability of scholarships, grants, reduced tuition



Military Spouse Career Advancement Account (CAA) Demonstration

- Partnership with DOL
- Goals of the Demonstration
 - ✓ To provide education and training opportunities for spouse leading to certification and licensure
 - ✓ To provide Spouses with portable occupations and high-demand/high-growth industry
 - ✓ Provide funding and guidance



Participating States and Installations

California

Camp Pendleton (Marine Corps)
San Diego Metro (Navy)

Colorado

Fort Carson (Army)
Peterson AFB (Air Force)
(Includes Schriever AFB and USAF Academy)

Florida

Eglin AFB (Air Force)
Hurlburt Field (Air Force)
Jacksonville NAS (Navy)

Georgia

Fort Benning (Army)

Hawaii

Hickam AFB (Air Force)
Pearl Harbor NS (Navy)
Schofield Barracks (Army)
Kaneohe Bay (Marines)

Maine

Brunswick NAS (Navy)

North Carolina

Fort Bragg (Army)
Pope AFB (Air Force)

Washington

Fort Lewis (Army)
McChord AFB (Air Force)
Naval Base Kitsap (Navy)



What is a Portable Occupation?

Portable Occupations *(suitable for frequent military relocations)*

- Business/Management
- Hospitality
- Homeland Security
- Human Resources

High-Demand/High-Growth Industry?

- Finance
- Technology
- Health Care
- Education
- Trade Industries



Examples of Portable Careers

- Call center / customer service
- Medical Transcription
- Financial Assistance
- Writing / editing / proofreading
- Tutor / Teachers Assistant / Child Care
- Certified Relocation Specialists
- Applied Behavioral Analysis (ABA) Therapist
- Construction Trades: electrician, plumber



OSD Employment Initiatives



- Evolving Portable Careers
 - Real estate - Operation RE/MAX
 - Medical Transcription - DoL Apprenticeship Program and Industry Associations
 - Nursing/Healthcare - National Employers, Nursing Compact; MAP-RN, INOVA
 - Information Technology
 - Child Care - DoD
 - Financial Counseling
 - Trade Industry



Military Spouse Career Advancement Account Program (MSCAAP)

**COMING
SOON**

Virtual program (call center and web-based)

Telephonic consultation with trained education
and career advisors

Education and career goal identification and evaluation

Aptitude test planning

**COMING
SOON**

Military OneSource Call Center
1-800-342-9647



In the mean time call....

Military OneSource Call Center

1-800-342-9647

- Identification of portable career fields
- Research
 - Compensation
 - Training
 - Testing
 - Education requirements for various careers
- Educational resources and associated costs
- Career credentialing and licensing information (including state requirements)



What Military Spouses Should Know

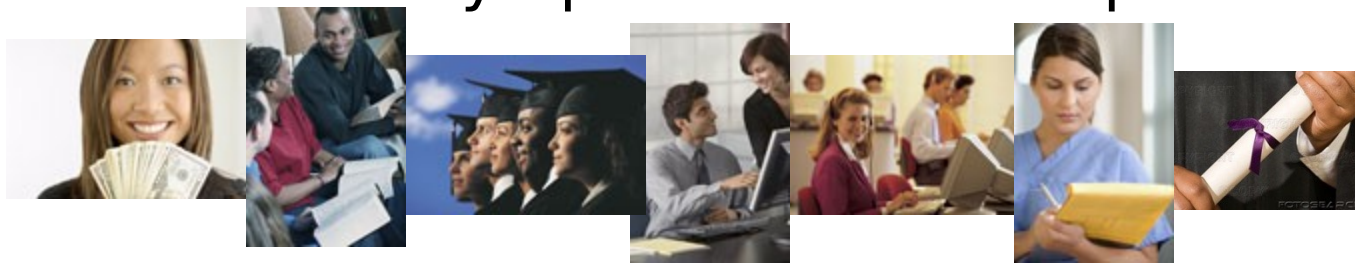
Personal Help

- (www.militaryonesource.com)
 - 1-800-342-9647
 - Talk with a counselor about careers
 - Education, career and employment tip sheets



Info and Resources

- (www.militaryhomefront.dod.mil)
 - DoD initiatives
 - Military Spouse Scholarships



What Military Spouses Should Know

- (www.MilSpouse.org)

Resource Center

- CAA Webpages
- Link to local OneStop Career Center
- Career coaching
- Connect to education and training resources

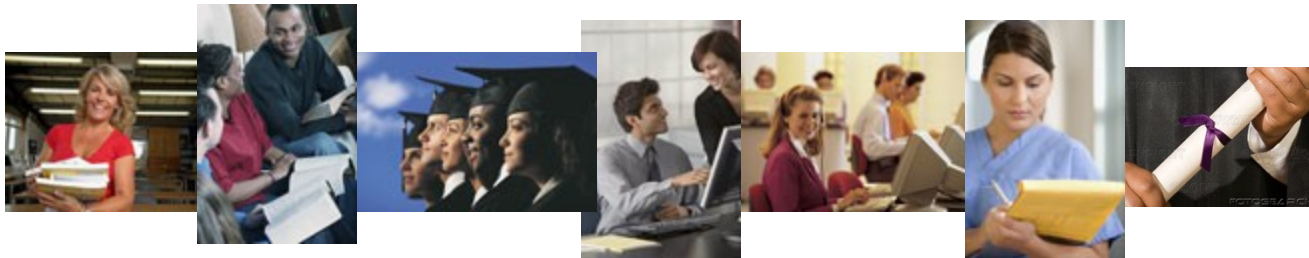
- (www.military.com/spouse)

Career Center

- Build and post resumes on-line
- Search by installation for specific jobs
- Find “military friendly” employers
- Connect to temporary employment agencies (i.e., ADDECO)



QUESTIONS ?



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Military Community and Family Policy
US Department of Defense
Office of the Deputy Under Secretary of Defense

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US Department of Defense
Office of the Deputy Under Secretary of Defense



Military Spouse Career Center

Military Spouse Career Center

Home Search Jobs Career Center Career Fields Career Advice Family Support

Military life comes with unique challenges. It is a world with a language of its own, a new way of doing things from shopping at the commissary to moving to foreign lands.

Search Jobs Explore hundreds of thousands of jobs. [Search Jobs by Installation](#)

Create Your Resume Create and post your resume so employers can find you.

WHAT MILITARY SPOUSES NEED TO KNOW

DoD-DoL Military Spouse Career Advancement Account
An initiative in eight states to help military spouses get the training and education they need to have portable careers.

Spouse Community
Connect with your community. Share your experiences.

SpouseBUZZ
SpouseBUZZ is our connection to other military spouses world wide, where we can celebrate and embrace the tie that binds us all -- military service.

Career Advice:
[Education](#) | [Interview Tips](#) | [Salary Info](#) | [Job Fairs](#) | [See all resources](#)

Popular Careers:
[Teaching](#) | [Healthcare](#) | [Commissary & Exchange](#) | [Home Businesses](#) | [Government](#) | [Admin/Support](#) | [Medical Transcription](#) | [See all](#)

Spouse Job Resources by Service:
[Army](#) | [Navy](#) | [Air Force](#) | [Marine Corps](#) | [Coast Guard](#)

FAMILY SUPPORT

[Childcare](#) | [Family Support](#) | [Installation Guides](#) | [Scholarships](#)

Need help with everyday family issues?
Call **1-800-342-9647**

SPOUSE-FRIENDLY EMPLOYERS

Best Buy
Best Buy has grown into North America's No. 1 specialty retailer of technology and entertainment products and services.

[See all spouse-friendly employers](#)

Employer Center
If you would like to post jobs to the Military Spouse Career Center at no cost, [contact us](#).

SPOUSE-FRIENDLY SCHOOLS

Many schools recognize the hardships and unique situation of military spouses. Here are just some of the schools that are [military spouse-friendly](#).

JOB HUNTING TIPS

Identify Your Values
When your actions reflect your values, you will experience satisfaction when you make those tough decisions.

Career Planning
Talk to people doing that job to see if what you think matches reality.

SPOUSE NEWSLETTER SIGN-UP

☐ **Military Spouse Career Newsletter**
Receive job hunting tips, family support resources, and benefits updates.

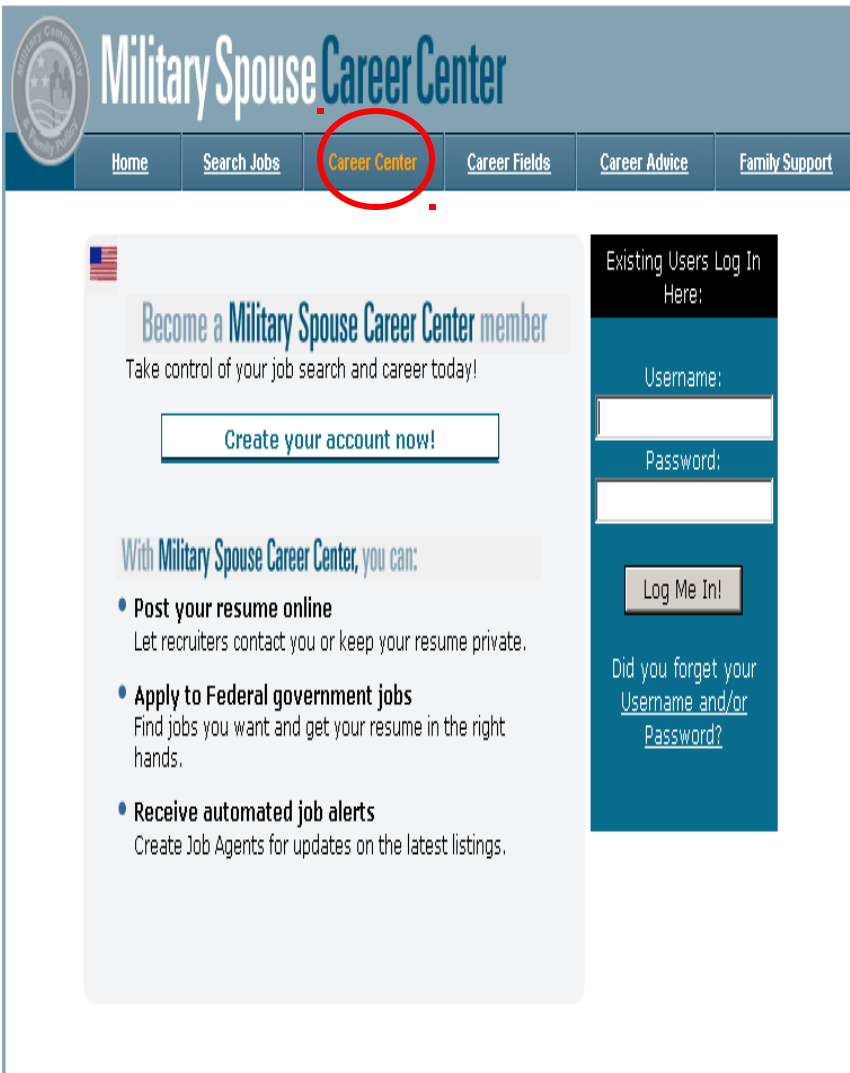
☐ **Military.com Family Newsletter**
Get great discounts, relocation tips, and updates on quality of life issues.

Email **SUBSCRIBE**

[Privacy](#)

Links to important features are on the home page

- Newsletter sign up
- Job Searches
- Job Hunting tips
- Career Advice
- Spouse Friendly Employers
- Spouse Friendly Schools



The screenshot shows the Military Spouse Career Center website. The header features the site's logo and a navigation menu with links to Home, Search Jobs, Career Center (highlighted with a red circle), Career Fields, Career Advice, and Family Support. The main content area is divided into two sections. The left section, titled 'Become a Military Spouse Career Center member', includes a sub-header 'Take control of your job search and career today!' and a prominent 'Create your account now!' button. Below this, a list of benefits is provided: 'Post your resume online' (with the note 'Let recruiters contact you or keep your resume private.'), 'Apply to Federal government jobs' (with the note 'Find jobs you want and get your resume in the right hands.'), and 'Receive automated job alerts' (with the note 'Create Job Agents for updates on the latest listings.'). The right section, titled 'Existing Users Log In Here:', contains input fields for 'Username:' and 'Password:', a 'Log Me In!' button, and a link for users who forgot their credentials: 'Did you forget your Username and/or Password?'. The footer contains a disclaimer, a list of links ('About Us', 'Help and Feedback', 'Privacy Policy'), and a copyright notice.

Military Spouse Career Center

Home Search Jobs **Career Center** Career Fields Career Advice Family Support

 **Become a Military Spouse Career Center member**
Take control of your job search and career today!

[Create your account now!](#)

With Military Spouse Career Center, you can:

- **Post your resume online**
Let recruiters contact you or keep your resume private.
- **Apply to Federal government jobs**
Find jobs you want and get your resume in the right hands.
- **Receive automated job alerts**
Create Job Agents for updates on the latest listings.

Existing Users Log In Here:

Username:

Password:

[Log Me In!](#)

Did you forget your [Username and/or Password?](#)

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Post Resumes

- Establish an account
- Post up to five resumes and five cover letters
- Sign up for job alerts
- Search for a job



Military Spouse Career Center

Home **Search Jobs** Career Center Career Fields Career Advice Family Support

BASIC SEARCH ADVANCED SEARCH GOVERNMENT JOBS SEARCH BY INSTALLATION

Use the criteria below to view jobs in and around your installation.

Branch of Service: ?
Army

Installation(s): ?
PA-New Cumberland - Defense Depot Susquehanna
PA-Tobyhanna - Tobyhanna Army Depot
SC-Columbia - Fort Jackson
TX-Antonio - Fort Sam Houston
TX-El Paso - Fort Bliss
TX-Texarkana - Red River Army Depot
TX-Waco - Fort Hood
UT-Salt Lake City - Dugway Proving Ground
UT-Salt Lake City - Tooele Army Depot
VA-Alexandria - Fort Belvoir

You may only choose up to **three** Installations.
For multiple selections, hold down **Ctrl** (**Command** for Macs) while clicking selections.

Keyword Search ?

(Job Title, Company/Agency Name, Control #, Job ID #, etc.) [More Tips](#)

View Description: ?
☐ Brief ☒ Detailed

SEARCH ▶

Search Jobs

- Search by installation
- Search at or near the installation

Military Spouse Career Center

Home Search Jobs Career Center **Career Fields** Career Advice Family Support

Learn more about popular careers for military spouses, and find jobs in your field of choice.

Career Fields

JOB HUNTING TIPS

Select the Right Career Path
Are you wondering which career is right for you? To select one, you must know about yourself and the world of work.

The Power of Baby Steps
You climb even the tallest mountain one step at a time.

Additional articles

- [A Tailor-made Career for the Military Spouse](#)
- [Military Spouses Can Have an Edge in the Marketplace](#)
- [Occupational Outlook Handbook](#)
- [How Employers Can Accommodate New Mothers at Work](#)
- [Free Assessment and Training/Education Resources Available](#)
- [Connecting Military Spouses to Jobs](#)
- [Is Entrepreneurship Right for You?](#)

POPULAR CAREERS

Admin/Support	Medical Transcription
Contract & Temp	Nursing & Healthcare
Commissary & Exchange	Overseas
Defense	Real Estate
Government	Security Clearance
Home-Based Businesses	Teaching & Childcare
Jobs on Base	Volunteering

Spouse Discussion Boards
Connect with other military spouses. Share [your](#) experiences.

JOB SEARCH [» More Search Options](#)

Keywords

(nurse, teacher, Company Name, etc.)

Location
----- Select all -----
Baja California Sur
US
Alabama
Alabama-Anniston

Email

☒ Send me the Military Spouse Career Center eNewsletter ([Privacy](#))

☐ Send me the Military.com Family eNewsletter ([Privacy](#))

SEARCH ▶

Career Fields

- Career Fields also feature information on a variety of careers
- Emphasis on portable careers



STEPS TO CAREER SUCCESS

- | | | | | |
|--|--|---|---|--|
| 1
KNOW YOURSELF
Identify Your Values
Career Counseling
Self-Assessment | 2
ASSESS YOUR SKILLS
Identify Your Skills
Licensing & Certification
Education & Career Progression | 3
MAKE A CAREER PLAN
Define Your Goals
The Power of Baby Steps
Resume Tools | 4
START JOB SEARCH
Job Search Ease
Networking
Salary Info | 5
GET HIRED
Interview Tips
Negotiating
Dress for Success |
|--|--|---|---|--|

[How to Market Your Skills](#)

Identifying your knowledge, skills and abilities is important for success with potential employers and clients. Find out how to define the product -- you.

[Spouse Discussion Boards](#)

See what other military spouses are saying about their careers. Share your comments, stories and questions in our spouse forums.



Talk to an expert today!

Career Advice

- Offers spouses a variety of articles as they plan out their careers

This site (Military Spouse Career Center) is operated under contract on behalf of the Department of Defense.

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Please send me the Military Spouse Career Center eNewsletter ([privacy](#))

Deployment

Tips for when your spouse deploys.

- [Welcome Your Beloved Soldier Home](#)
- [Family Life Consultant](#)
- [Coping With Deployment](#)
- [Discussion Forums](#)
- [>More](#)

Relocation

Lots of help for a smooth move.

- [How to Tame the Clutter Monster](#)
- [Know Your Benefits](#)
- [Maintain a Positive Attitude](#)
- [U.S. Citizenship & Immigration Services](#)
- [>More](#)

Help with everyday family issues:



24/7 help with issues large and small.

Healthcare / TRICARE

Make smart choices for your family!

- [Kids Stressing Out?](#)
- [Understanding TRICARE](#)
- [TRICARE Prime](#)
- [TRICARE Dental](#)
- [>More](#)

Personal Finance

Plan to protect your family's financial future.

- [Top 5 Reasons For Buying a New Car](#)
- [How to Reduce Your Monthly Expenses](#)
- [Reduce Post-Divorce Financial Trauma](#)
- [Military Discounts](#)
- [>More](#)

Adult Education

Develop your career with education.

- [Help for Spouses Going Back to School](#)
- [Free SAT/ACT Software](#)
- [Education Assistance](#)
- [Setting SMART Education Goals](#)
- [Scholarship Search](#)

Childcare & Youth Programs

Resources and info to help you find child care and after school activities.

- [Kids and Allowances](#)
- [Traveling With Small Children](#)
- [Military Families & Child Abuse](#)
- [YMCA Program to Help Kids Cope](#)
- [Childcare Options for Military Spouses](#)
- [Special Needs / EFMP](#)
- [>More](#)

K-12 Education

Information and resources to ensure your children's success in school.

- [Scholarships for Military Children](#)
- [Operation Home School](#)
- [Offset the Back-to-School Blues](#)
- [The School Tab](#)
- [Kids and Allowances](#)

Branch Support for Families

Resources to help branch-specific families.

- [Navy](#)
- [Air Force](#)
- [Army](#)
- [Marine Corps](#)
- [Coast Guard](#)
- [National Guard](#)
- [Deployment Link](#)

Family Support

- Numerous links to family support information, articles and resources

Military Spouse Resource Center



Over 3,000 Links

- Department of Labor websites
- Department of Defense websites
- Variety of Federal and Local government websites
- Other websites that offer free information to Employment, Education and Training, and Relocation information.

5 Key Areas

- Your Military Installation
- Find a Job
- Adult Education and Training
- Relocation Resources
- Benefits and Services

Career Advancement Accounts Information/Resources



Contact Your Military Base Welcome Center

Looking for information about your new community? Find resources to employment and education for military spouses, community information and more.



or



In Focus

Survey For Spouses of Enlisted Active Duty Members

The RAND Corporation is conducting research for the Department of Defense to study the occupational choices of military spouses and recommend actions to support military spouse employment.

RAND is conducting interviews with military spouses who are female, at least 18 years old, married to an Active Duty Enlisted Service Member, currently residing in the U.S., and currently employed in one of the following career fields:

- Nursing (e.g. RNs, LPNs, home health aides, nursing aides)
- Education (e.g. teachers, teacher aides, professors, lecturers)
- Financial/Accounting (e.g. accountants, bookkeepers, auditors)

Welcome to MilSpouse.org

MilSpouse.org is your resource library for military spouse [employment](#), [education](#) and [relocation](#) information. Here you will find thousands of links to employment related information and other resources for military spouses and military families.

- Find the nearest base [Family Center](#) and [One-Stop Career Center](#).
- Need help finding information? Use the [MilSpouse Coach](#)

► Featured Resources

[One-Stop Career Centers](#)

Find your nearest One-Stop Career Center offering employment assistance and training resources.

[America's Career InfoNet](#)

Learn about knowledge, skills and wages, license information for an occupation, and much more.

[Military Spouse Career Center](#)

Search hundreds of thousands of jobs, build your resume, find scholarships, education and training options.

[Military OneSource](#)

Designed to help you deal with life's issues 24 hours a day, 7 days a week, 365 days a year.

[MilitaryHOMEFRONT](#)

The official Department of Defense web site for reliable Quality of Life information designed to assist troops and their families.

► Latest News

- [A&FRC: The heart of Schriever](#)
- [Military Scholarship for Dependents](#)
- [NLU Reduces Tuition for Servicemembers](#)
- [Army Child and Youth Services](#)
- [Lots More News You Can Use](#)

Do you know of a great resource?



Subscribe to our Mailing List: 

Key Areas

- MilSpouse.org provides on employment, education and relocation resources:
 - Job Searches
 - Adult Education and Training
 - Relocation Resources
 - Benefits and Services
 - Career Coaching – NEED HELP Link

MILSpouse.org Quick Search
[Advanced Search](#)

[Your Military Installation](#) [Find a Job](#) [Adult Education & Training](#) [Relocation Resources](#) [Benefits & Services](#) [Need Help?](#)



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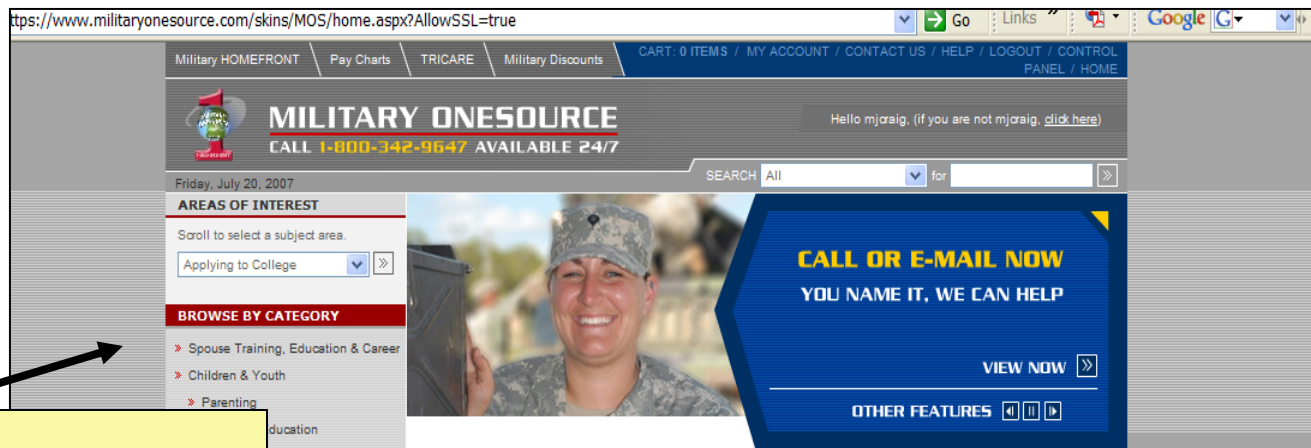
Subscribe to our Mailing List:

MilSpouse.org

- Features:
 - In Focus
 - Featured Resources and Latest News
 - Installation/State Specific Information
 - Spouses can search for installation and or State one-Stop Career Center information



Issue: Spouse Employment



Spouse Training, Career
& Education Category

Introduction to Spouse Programs



Military Spouse Education and Career Page

Scroll to select a subject area.

Applying to College

BROWSE BY CATEGORY

- » Spouse Training, Education & Career
- » Children & Youth
 - » Parenting
 - » Children's Education
- » Money Matters
- » Special Needs
- » Smooth Moves (Relocation)
- » Lifelong Learning, College & Career
- » Trauma, Crisis & Violence
- » Deployment
- » Legal Matters
- » Addiction & Recovery
 - » Substance Abuse
 - » Other Addictions
- » Elder Care
- » Military 101
- » Transition to Civilian Life
- » Healthy Habits
- » Shopping & Services

EVENTS & COMMUNITY

- » Podcasts
- » Webinars
- » Discussion Boards
- » Moderated Chat
- » News Feeds

RECURSOS EN ESPAÑOL

- » ¿Necesita información en español?

RELATED LINKS

- » Army
- » Navy
- » Marine Corps

Military Spouse Education and Career

Career, educational information, and resources for military spouses.

MILITARY SPOUSE OCCUPATION STUDY



The RAND Corporation is searching for military spouses of enlisted active duty members to participate in an interview on military spouse employment. For eligibility, additional details, or to apply, visit the [RAND Web site](#).

MILITARY ONE SOURCE RESOURCES



Achieving your career and educational goals when you move frequently can be a challenge. Let Military OneSource help smooth the way with information about portable work options, flexible college options, licensing, and where to find job postings.

RELATED ITEMS:

- » [Finding a Job After Moving as a Military Family](#)
- » [Writing a Resume When You're a Military Spouse](#)
- » [Going Back to School When You're a Military Spouse](#)
- » [Resources on Career Choices and Job Searches](#)

See our [topical sheet](#) for a comprehensive list of Military OneSource materials.

SPOUSES TO TEACHERS



Learn how you can [start an exciting career as a teacher](#). Military spouses can [get certified](#) while living overseas. Visit [www.spousestoteachers.com](#) to see program requirements, locations, and what you need to do to get started in your new career as a teacher. See our [PSA](#) to learn more.

Related Items:

- » [CONUS Flyer](#)
- » [Europe/Pacific Flyer](#)
- » [Video News Clip](#)

CAREER AND EDUCATION LINKS



- » [Military Spouse Career Center](#)
- » [Military Spouse Education Resource Guide](#)
- » [National Center for Alternative Certification](#)

SPOUSES TO TEACHERS SCHOLARSHIP



Western Governors University is offering a \$300 scholarship to spouses of



In This Section

Spouse Employment Home

Overview

► [Policy and Legislation](#)

▼ [Resources](#)

[Support Services](#)

[Additional Resources](#)

[Recommendations](#)

[FAQs](#)

[Glossary](#)

NFL Donation of SAT/ACT Programs are Enhanced and Extended



Spouse Employment Overview

Approximately 71 percent of enlisted spouses and 61 percent of officer spouses are employed or are seeking employment. Reasons for employment range from financial necessity to personal fulfillment or independence. Regardless of employment status, military spouses cite the following challenges when considering employment:

- co-parenting issues when the active duty spouse is on extended deployment or works for long-hours
- child care difficulties
- local labor market conditions
- frequent and disruptive moves
- employer bias
- continuing education

Military leaders can help families successfully navigate these challenges by ensuring that Service members and their spouses are aware of and have access to military support systems. The DoD recognizes that in today's all volunteer force, assisting military spouses to adjust to and thrive within the military community is of paramount importance. Many initiatives are underway to assist the military spouse. DoD and the Services are increasing the capacity of quality child care and developing web-based resources to assist spouses regardless of their location.

Fortunately, whether leaders are in a deployed environment or are in garrison, there are spousal employment resources specifically designed to assist them in their role as leaders and to provide employment support services directly to military spouses.

Military leaders can assist in the distribution of critical and timely information through their unit sponsorship programs, indoctrinations, and unit and command level briefs. It is strongly encouraged that military leaders take every opportunity to ensure that their troops and community members are aware of available resources designed to assist a job-seeking spouse.



QOL Resources

[Casualty Assistance](#)

[DoD Job Search](#)

[Glossaries](#)

[Heroes to Hometowns](#)

[Legislation, Policies & Guidance](#)

[Link To Us](#)

[MHF Media Spotlight](#)

[Military Community Directory](#)

[MilitaryHOMEFRONT Forum](#)

[Newsletter Archives](#)

[Personnel Locators](#)

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[Suggest-A-Link](#)

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informed.



MILITARY ONESOURCE

1-800-342-9647

Available 24/7

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[K-12](#)
[Voluntary Education](#)
[Special Needs](#)
[DoD Impact Aid](#)
[VMET](#)

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Locate services and installations 

QOL Resources

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Subscribe to the

DoD Launches Online Moving Tools



Scholarships and Financial Assistance

The importance of continuing education cannot be stressed enough. From playing a role in a Service member's advancement potential to being a determining factor in many civilian job placements, the time to pursue your educational goals is now!

With approximately 300,000 Service members enrolling in post secondary courses annually, the Department of Defense (DoD) realizes the importance of education in a Service member's career lifecycle. In addition, DoD understands that lifelong learning is vital to the family as well. While the mobile military lifestyle makes it more difficult to complete your degree, both the DoD and educational institutions nationwide have responded to this challenge by offering a variety of options to ensure that every Service member and family member has the opportunity to achieve his or her educational goals.

While financing a college education can seem like an intimidating task, there are numerous scholarship and financial aid opportunities available to Service members and their families. Take advantage of the financial opportunities provided here when funding your continuing education.

- [Active Duty](#)
- [Military Guard and Reserve](#)
- [Military Severely Injured](#)
- [Military Spouses](#)
- [Military Students](#)



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